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**Subject:** VALUES BASED TRAINING-LEADERSHIP IMPLEMENTATION GUIDANCE**Originator:** CG TECOM GTB(UC)**DTG:** 041754Z Mar 10 **Precedence:** ROUTINE **DAC:** General

**To:** AASBN CAMPEN(UC), FLDMEDTRNGBN CAMP LEJEUNE NC(UC), FLDMEDTRNGBN WEST(UC), MATSG-21 PENSACOLA FL(UC), MATSG-22 CORPUS CHRISTI TX(UC), MATSG-23 NAS LEMOORE CA(UC), MATSG-33 OCEANA VA(UC), MATSG-53 WHIDBEY ISLAND WA(UC), MCCES(UC), MARCORCBTSVCSPTS COL CAMP LEJEUNE NC(UC), CO OCS QUANTICO VA(UC), CO TBS QUANTICO VA(UC), CG TRNGCMD WTBN(UC), MARCOREP FT KNOX KY(UC), MARCOREP ABERDEEN PROVING GROUND MD(UC), MARCOREP FORT BLISS TX(UC), MARCOREP FT BENNING GA(UC), MARCOREP FT GORDON GA(UC), MARCOREP FT HUACHUCA AZ(UC), MARCOREP FT LEONARDWOOD MO(UC), MARCOREP FT SILL OK(UC), MARCOREP REDSTONE ARSENAL AL(UC), MARCORDET CORRY STATION FL(UC), MARCORDET FORT LEE VA(UC), MARCORDET FT GEORGE G MEADE MD(UC), MARCORDET GOODFELLOW AFB TX (UC), MARCORDET NAVSCOLEOD EGLIN AFB FL(UC), MARCORDET PRESIDIO OF MONTEREY CA(UC), MARCORDET KEESLER AFB MS(UC), MARCORDET NEWPORT RI(UC), EWTGPAC SAN DIEGO CA(UC), MATSS-1 MERIDIAN MS(UC), MCIS DAM NECK VA(UC), MARCORDET SMTC COURTHOUSE BAY NC(UC), MCD LACKLAND AFB TX(UC), SCHOOL OF MUSIC NORFOLK VA(UC), NAVSCS COL ATHENS GA(UC), NAVJUSTS COL NEWPORT RI(UC), NMITC DAM NECK VA (UC), FASOTRAGRUPAC SAN DIEGO CA(UC)

**cc:** CG TRNGCMD QUANTICO VA(UC), EWTGLANT NORFOLK VA(UC), CMC WASHINGTON DC MRA MR MRS(UC), CG MCCDC QUANTICO VA(UC), CG MAGTF TRNGCOM G-3(UC), CG EDCOM PRES MCU QUANTICO VA(UC), CG MCRD ERR PARRIS ISLAND SC(UC), CG MCRD WRR SAN DIEGO CA(UC)

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MSGID/GENADMIN/CG TECOM GTB//

SUBJ/VALUES BASED TRAINING-LEADERSHIP IMPLEMENTATION GUIDANCE//

REF/A/MSG/CG TECOM/011916Z OCT 09//

REF/B/MSG/CG TECOM/231340Z DEC 09//

REF/C/MSG/CG TECOM/231940Z DEC 09//

NARR/REF A IS CG TECOM MSG ON AGENDA FOR VALUES BASED TRAINING (VBT) SYNCHRONIZATION CONFERENCE 15-16 OCT 2009. REF B IS THE CG TECOM MSG ON IMPLEMENTATION GUIDANCE FOR VBT/L. REF C IS CG TECOM MSG ON THE RESULTS OF THE TECOM VBL WORKING GROUP.//

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GENTEXT/REMARKS/1. SITUATION. PER OBJECTIVES ESTABLISHED AT REF A, A TRAINING COMMAND CONOPS AND POA&M TO FORMALIZE VBT IN ALL 1000-LEVEL MOS COURSES FOLLOWING SOI AND TBS WAS DEVELOPED AND APPROVED BY CG TECOM. IN ADDITION, BOTH TRAINING COMMAND AND EDUCATION COMMAND DEVELOPED CONOPS AND POA&M'S TO INTEGRATE GRADE-APPROPRIATE VBL INTO ALL 2000-LEVEL MOS AND PME COURSES. REF B DIRECTED TRAINING COMMAND AND EDUCATION COMMAND TO BEGIN IMPLEMENTATION OF VBT/VBL POA&M'S AS BRIEFED TO CG TECOM. REF C ADVISED THE COMMANDS OF THE 1000-LEVEL VALUES T&R EVENTS THAT WOULD BE REINFORCED IN MOS PRODUCING SCHOOLS, THE 2000-LEVEL INSTRUCTOR T&R EVENT TAUGHT TO ALL LEADERS (CPL - CAPT), AND SOLICITED INPUT FROM THE SCHOOLS ON GRADE-APPROPRIATE VBL TASKS IN PREPARATION FOR THE MCCS VOLUME II T&R REVIEW.

2. MISSION. UPON RECEIPT OF THIS MESSAGE, FORMAL LEARNING CENTERS (FLC'S) WILL BEGIN IMPLEMENTATION OF VBL/VBT IN THEIR PROGRAMS OF INSTRUCTION TO FORMALIZE VALUES BASED LEADERSHIP TRAINING ACROSS TRAINING COMMAND.

3. EXECUTION. COMMANDER'S INTENT. THE FORMAL VBT/VBL PROGRAM AT THE RECRUIT DEPOTS, SCHOOLS OF INFANTRY, OCS, AND TBS CONTINUES TO BE REFINED. IT IS MY INTENT TO IMPLEMENT PROGRAMS THROUGHOUT TRAINING COMMAND TO FORMALIZE VBL/VBT INSTRUCTION NLT 1 OCT 2010. THE END-STATE WILL BE: (1) 1000-LEVEL VALUES SUBJECTS, IDENTIFIED IN

REF C, WILL BE REINFORCED AT ALL FLC'S AND (2) FULL IMPLEMENTATION OF SYNCHRONIZED FORMAL VBL/VBT INSTRUCTION ACROSS THE T&E CONTINUUM DELIVERED BY TRAINED AND COMPETENT INSTRUCTORS.

4. TASKS.

4.A. G-3.

4.A.1. SUPERVISE EXECUTION OF VBL POA&M AS BRIEFED TO CG TECOM.

4.A.2. CONSOLIDATE ALL INPUT FROM FLC'S on estimates of supportability and resource requirements.

4.A.3. PROVIDE SUPPORT TO THE TECOM LEADERSHIP OPT AS DIRECTED IN REF B.

4.A.4. CONDUCT IN-PROCESS REVIEW (IPR) FOR COMMANDER TRNGCMD NLT 31 JUL 2010.

4.A.5. CONDUCT IN-PROCESS REVIEW (IPR) FOR CG TECOM NLT 15 AUG 2010.

4.B. GROUND TRAINING BRANCH (GTB)

4.B.1. ENSURE ALL 1000-LEVEL MOS PRODUCING POI'S INCLUDE REINFORCEMENT TRAINING FOR DESIGNATED VALUES SUBJECTS.

4.B.2. ENSURE ALL 2000-LEVEL MOS CAREER PROGRESSION COURSES REFLECT INTEGRATION OF TRAINING ON GUIDED DISCUSSIONS.

4.B.3. ASSIST G-3 WITH TRACKING IMPLEMENTATION ACROSS TRNGCMD FLC'S.

4.C. FLC COMMANDERS.

4.C.1. PROVIDE ESTIMATES OF SUPPORTABILITY NLT 26 MARCH 2010 AND RESOURCE REQUIREMENTS TO G-3 TRNGCMD NLT 1 JUNE 2010.

4.C.2. PROVIDE IMPLEMENTATION PLAN TO FORMALIZE VBL/VBT INSTRUCTION NLT 1 OCT 2010 TO G-3 TRNGCMD.

4.C.3. DELIVER IN-PROCESS REVIEW (IPR) TO CG TRNGCMD NLT 31 MAY 2010.

4.C.4. IT IS RECOGNIZED THAT SOME DETS WILL HAVE DIFFICULTY DUE TO MANPOWER AND TIME REQUIREMENTS TO EXECUTE THIS DIRECTIVE. IN CASES WHERE MARINE STUDENTS RECEIVE VBL TYPE OF INSTRUCTION FROM THE SERVICE CONDUCTING THE COURSE, THE OTHER-SERVICE POI WILL BE FORWARDED TO TRNGCMD G-3 FOR DETERMINATION AS TO WHETHER IT SUFFICES AS A SUBSTITUTE. ADJUSTMENTS WILL BE MADE TO ACCOMODATE INDIVIDUAL DETACHMENT SITUATIONS.

4.D. T3 SCHOOL.

4.D.1. EXECUTE INSTRUCTOR LEADER COURSE (ILC) NLT 30 MAY 2010.

4.D.2. PROVIDE DESIGNATED ILC COURSE MATERIALS AND SUPPORT, AS NEEDED, TO INDIVIDUAL FLC'S AND DETS FOR INTEGRATION INTO 2000-LEVEL MOS SKILL-PROGRESSION COURSES.

5. COORDINATING INSTRUCTIONS. IN RECOGNITION OF THE DEPTH AND BREADTH OF THE T&E CONTINUUM, VALUES BASED LEADERSHIP (VBL) IS A BETTER DESCRIPTIVE TERM FOR THE HIGHER LEVEL VALUES CONCEPTS BEING TAUGHT IN ADVANCED INSTRUCTION. AS A RESULT OF THIS, VALUES BASED LEADERSHIP (VBL) WILL NOW BECOME THE OVERALL TITLE FOR WHAT WAS FORMERLY KNOWN AS VBT. VBT WILL CONTINUE TO BE USED AS IT APPLIES TO TRAINING EVENTS IN ENTRY LEVEL TRAINING.

6. ADMINISTRATION AND LOGISTICS. RESOURCE REQUIREMENTS CAPTURED AND REPORTED BY FLC COMMANDERS WILL BE SOURCED AS POSSIBLE, BY WAY OF BRIDGING EFFORTS UNTIL POM 14. SUBMIT UN-FUNDED DEFICIENCY

REQUESTS FOR MID-YEAR REVIEW AND YEAR-END FUNDS.

7. COMMAND AND SIGNAL. INITIAL OPERATIONAL CAPABILITY HAS BEEN IDENTIFIED AS MAY 2010 AND FULL OPERATIONAL CAPABILITY IS OCTOBER 2010. DIRECT ALL QUESTIONS TO THE POC.//